

Royal Free London NHS Foundation Trust

Histopathology

**Risk-based Review (education lead
conversation)**



Quality Review report

3 July 2018

Final Report

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Quality Review details

Training programme	Histopathology
Background to review	<p>The need for this education leads conversation (ELC) is a result of the wider programme review into histopathology in north central and east London (NCEL) that took place in March and April 2018. The focus of this ELC is to review arrangements for the delivery of autopsy training in line with the Royal College of Pathology curriculum requirements, particularly for stage A and B trainees.</p> <p>The programme review across NCEL was needed due to poor General Medical Council National Training Survey results across the area. The Royal Free received: two red outliers (teamwork, curriculum coverage), and six pink outliers (clinical supervision, reporting systems, supportive environment, induction, adequate experience, educational supervision).</p>
HEE quality review team	<ul style="list-style-type: none"> • Dr Gary Wares, Postgraduate Dean, North Central London • Dr Deepti Radia, Deputy Head of the London Specialty School of Pathology • Dr Catherine Horsfield, Consultant Histopathologist, Guy's and St Thomas' NHS Foundation Trust • John Marshall, HEE Representative
Trust attendees	<p>The review team met with:</p> <ul style="list-style-type: none"> • Dr Martin Young, Training Programme Director, Histopathology • Dr Alan Bates, Lead Education Supervisor and Clinical Lead • Dr Paul Bass, Foundation Year 2 Programme Director • Dr Aine Burns, Director of Postgraduate Medical Education • Zarina Khan, Associate Director of Quality

Conversation details

GMC Theme	Summary of discussions	Action to be taken? Y/N
R1.19	<p>The review team were provided an update on the steps taken since the findings of the north central and east London-wide Programme Review of histopathology education in March and April 2018.</p> <p>The review team heard that since the review the mortuary at the Royal Free site has been refurbished and is now fit for use. The mortuary is not yet suitably staffed to be fully operational as an educational and learning environment. However, the review team heard that the Trust is taking the necessary steps to address this.</p> <p>The Trust has appointed a Band 8a Anatomical Pathologist Technician (APT) Mortuary and Bereavement Services manager to cover all sites across the Trust - Barnet, Chase Farm, and the Royal Free (the two former sites providing storage facilities only). The post had previously been fulfilled by a locum and this had worked well, providing a cohesive presence and continuity across the three sites. There was some concern from the educational team that the successful applicant did not have experience of a cross-site managerial role. Additionally, the review team heard that the Trust was looking to recruit a Band 7 and a Band 4 post to give the mortuary a robust management and administrative function to offer a full range of services and educational opportunities.</p> <p>The review team heard from the education leads that responsibility for appointing to these posts lay with the nursing directorate and that they were unsure as to how far the recruitment process for these roles had progressed. There was recognition that a Band 7 management post would be difficult to recruit to as had been demonstrated across similar posts nationally. It was felt that offering the role at Band 8a would incentivise applicants.</p> <p>Asked how HEE could help address the issues around recruitment to mortuary and bereavement services, it was felt that a HEE recommendation for greater involvement for histopathology in recruitment exercises and business planning alongside the nursing directorate would ensure that job specifications matched the service requirements for running a mortuary and meeting education and training obligations. The review team heard that funding for the mortuary establishment was within nursing budgets which resulted in unintended operational barriers. The team heard that effective from 15 July 2018 the histopathologists from North Middlesex University Hospital NHS Trust (NMUH) would be moving to the Royal Free. This move was viewed as a potential remedy to the mortuary management issues faced by the Trust as NMUH had an experienced cohort of consultants and APTs who</p>	N

	could be deployed at the Royal Free, provided a suitable service level agreement could be devised.	
R1.15	<p>The review team was then updated on the status of post-mortem education in the Trust. The review team heard that the trainees had met the number of post-mortem cases required by the curriculum. This has been facilitated by arrangements with public coroners and local authorities.</p> <p>It was recognised that meeting the curriculum requirements currently was dependent on the goodwill of external services and the review team heard that it was felt there was a lack of control in the cases presented to the trainees for post-mortem. The review team heard that the ideal training environment would be a mixed model of on-site and coronial cases to ensure trainees were exposed to a varied case mix and that their training covered all practical areas of post-mortem. It was felt service demands and cultural sensibilities around releasing bodies back to families in coronial settings did not always provide a suitable learning environment.</p>	

Next steps

Conclusion	
<p>The review team thanked the Trust for hosting the review and commended the Trust for the progress made since the NCEL programme review in March and April in getting the mortuary operational again.</p> <p>It was felt by both parties that to address the issues around mortuary management and post-mortem education that a more streamlined approach to the management structure would be beneficial to raise the profile of post-mortem training and aligning that with the training in histopathology. HEE supports histopathology in this move and it was agreed that the Director of Postgraduate Medical Education would feed this back at a wider Trust management meeting on Friday 6 July 2018.</p>	

Requirements / Recommendations

Mandatory Requirements			
Req. Ref No.	Requirement	Required Actions / Evidence	GMC Req. No.
	N/A		

Recommendations			
Rec. Ref No.	Recommendation	Recommended Actions	GMC Req. No.
	N/A		

Other Actions (including actions to be taken by Health Education England)	
Requirement	Responsibility
N/A	

Signed	
By the HEE Review Lead on behalf of the Quality Review Team:	Dr Gary Wares, Deputy Postgraduate Dean
Date:	23 July 2018

What happens next?

We will add any requirements or recommendations generated during this review to your LEP master action plan. These actions will be monitored via our usual action planning process. An initial response will be due within two weeks of receipt of this summary report.